Coaching and Conferencing: Sample ORID Questions

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| **Objective Questions** *(They are easy to answer. They get the facts and information. Their purpose is to relieve stress and invite active participation.)*  ***What?***  What do you remember most vividly about . . . ?  What were the key points you noted about . . . ?  What did the . . . actually do during . . . ?  What did you/they accomplish?  What did you observe during the . . . ?  Which individuals did . . . ? What were the behaviors you observed?  Where does this action/activity fit in the Iowa Standards for School Leaders?  Which actions or activities were addressed?  What body language did you notice in the participants?  How many different resources did you use in . . . ?  What are some innovation/trends that you noted?  Are there artifacts that I should examine?  What facts do we know about this situation? | **Reflective Questions** *(They elicit emotional response and personal reactions. They invite a deepened level of participation: think, feel, believe, gauge.)*  ***What about “The What”?***  How do you feel “it” went?  What was the most/least successful thing you noted?  What seemed to really work (or not work)?  What concerns you? Confuses you? Annoys you?  As you look at these artifacts, what concerns/pleases you?  As you reflect on the evidence on standards and criteria, what pleases/concerns you?  What one thing that you did made you feel most effective?  What was exciting, surprising, or frustrating about . . . ?  What part of the . . . was/will be hardest/easiest?  How did you feel as you were . . . ?  Where or when do you feel . . . had difficulty/will be difficult?  Which activities/actions do you think fostered high involvement? |
| **Interpretive Questions** *(They invite sharing, and they build consciousness. They generate options and possibilities. Brainstorming and identification of possible solutions is the norm.)*  ***So What?***  What did you learn about yourself through this experience?  What things could you have done/could you do to increase . . .?  What things could you have done/could you do to extinguish the undesirable . . . .?  What are some examples of techniques or strategies that worked/coul work for you in this . . . ?  What are things that you might have done/ could do in the beginning (or middle, or end) of this . . . that would have enhanced/could enhance the outcome?  \What do these results mean to you in terms of future planning?  What other ways could you assess . . . ?  What insights have you gained about how you . . .? | **Decisional Questions** *(They develop opinions/options/solutions that lead to future actions. They clarify expectations for improvement or change.)*  ***Now What?***  What things will you do differently?  What things will you do the same in future . . . ?  Which of your skills will you further develop? And what will you do to develop them?  What things will you do to increase . . . ?  What things will you do to ensure future success and/or prevent future failure?  What things will you do during . . . to sustain or extinguish . . . ?  What are your next steps? What actions/ideas has this triggered for you?  What supports will you need to continue to work on those areas of concern to you?  What goals have you set for yourself that are related to our conversation? |

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